

Building the Leader: Emotional Intelligence Self-Assessment

(Based on work by Dr. Daniel Goleman)

Name: _____ Month/Year: _____

Leading from a Strong Personal/Social/Emotional Foundation. An effective leader must be secure and continually growing in his or her personal life in order to lead from a position of personal strength, maturity, and well-developed "emotional intelligence."

Dimension	Description	Rating	Comments, Goals for Growth
Self-Awareness	You: <ul style="list-style-type: none"> <input type="checkbox"/> know your own mood <input type="checkbox"/> describe your feelings (signed or written) <input type="checkbox"/> know your action options (what you can do about your feelings) <input type="checkbox"/> know your emotional strengths and weaknesses 	<input type="checkbox"/> Fully Developed <input type="checkbox"/> Mostly Developed <input type="checkbox"/> Partially Developed <input type="checkbox"/> Not Developed	
Self-Regulation	You: <ul style="list-style-type: none"> <input type="checkbox"/> handle upset feelings and calm yourself <input type="checkbox"/> control impulses <input type="checkbox"/> stay positive under pressure <input type="checkbox"/> are flexible 	<input type="checkbox"/> Fully Developed <input type="checkbox"/> Mostly Developed <input type="checkbox"/> Partially Developed <input type="checkbox"/> Not Developed	
Internal Motivation	You: <ul style="list-style-type: none"> <input type="checkbox"/> set your own goals <input type="checkbox"/> set small steps to achieve large goals <input type="checkbox"/> continue to work despite frustration <input type="checkbox"/> follow through and finish tasks 	<input type="checkbox"/> Fully Developed <input type="checkbox"/> Mostly Developed <input type="checkbox"/> Partially Developed <input type="checkbox"/> Not Developed	
Empathy	You: <ul style="list-style-type: none"> <input type="checkbox"/> read body language and understand other people's feelings <input type="checkbox"/> take another's perspective <input type="checkbox"/> want to help others who are hurt or sad 	<input type="checkbox"/> Fully Developed <input type="checkbox"/> Mostly Developed <input type="checkbox"/> Partially Developed <input type="checkbox"/> Not Developed	
Social Skills	You: <ul style="list-style-type: none"> <input type="checkbox"/> get along with others <input type="checkbox"/> work well in groups or teams <input type="checkbox"/> solve problems and conflicts with others <input type="checkbox"/> interact appropriately with a variety of people in different situations 	<input type="checkbox"/> Fully Developed <input type="checkbox"/> Mostly Developed <input type="checkbox"/> Partially Developed <input type="checkbox"/> Not Developed	

The Five Components of Emotional Intelligence

Self-awareness

- Definition: Self-awareness is the ability to recognize and understand personal moods and emotions and drives, as well as their effect on others.
- Self-awareness depends on one's ability to monitor one's own emotion state and to correctly identify and name one's emotions
- Hallmarks* of self-awareness include self-confidence, realistic self-assessment, and a self-deprecating sense of humor. *A hallmark is a sure sign of the component.

Self-regulation

- Definition: Self-regulation is the ability to control or redirect disruptive impulses and moods, and the propensity to suspend judgment and to think before acting.
- Hallmarks include trustworthiness and integrity; comfort with ambiguity; and openness to change.

Internal motivation

- Definition: Internal motivation is a passion to work for internal reasons, such as an inner vision of what is important in life, a joy in doing something, curiosity in learning, a flow that comes with being immersed in an activity, and a propensity to pursue goals with energy and persistence.
- Hallmarks include a strong drive to achieve, optimism even in the face of failure, and organizational commitment.

Empathy

- Definition: Empathy is the ability to understand the emotional makeup of other people, and a skill in treating people according to their emotional reactions.
- Hallmarks include expertise in building and retaining talent, cross-cultural sensitivity, and service to clients and customers.

Social skills

- Definition: Social Skills is proficiency in managing relationships and building networks, and an ability to find common ground and build rapport.
- Hallmarks of social skills include effectiveness in leading change, persuasiveness, and expertise building and leading teams.